

CIVIL SERVICE COMMISSION REGULAR MEETING AGENDA

October 13, 2020 at 2:00 p.m. via Zoom platform

Dial by your location

+1 312 626 6799 US (Chicago)
+1 929 436 2866 US (New York)
+1 301 715 8592 US (Germantown)
+1 346 248 7799 US (Houston)
+1 669 900 6833 US (San Jose)
+1 253 215 8782 US (Tacoma)
877 853 5257 US Toll-free
888 475 4499 US Toll-free

Meeting ID: 945 8311 7690

Find your local number: <https://zoom.us/j/94583117690>

1. Meeting Minutes

The Minutes from the regular monthly Civil Service Commission meeting on September 15, 2020 are submitted for review.

2. Vacancy Report

3. Merit Increases

4. Permanent Appointments

5. Examiner's Report - Police Detective Exam # 2349

The Commission is presented the report regarding the promotional examination for Detective.

6. Certification of the Police Detective #2349 Promotion List

The Commission is asked to certify the promotional list for Police Detective #2349.

7. Examiner's Report – Fire Lieutenant Exam #2362

The Commission is presented the report regarding the promotional examination for Fire Lieutenant.

8. Certification of the Fire Lieutenant #2362 Promotion List

The Commission is asked to certify the promotional list for Fire Lieutenant #2362.

9. Entry Level Firefighter - tabled from September 15, 2020

The following appeals for new physical exams are recommended by Personnel Director for Mr. Helbert Paneto and Mr. Justin Kawiecki.

10. Extension of Probationary Period Due to COVID 19 – tabled from September 15, 2020

11. Luigi Perelli

Mr. Perelli has requested to come before the Commission regarding his appeal that was denied at the September 15, 2020 meeting for having his cell phone at the promotional exam for Fire Lieutenant.

12. Office of the City Attorney to discuss Examination #2351 (Police Chief) with the Civil Service Commission – tabled from September 15, 2020

13. Legal Report

14. Acting Personnel Director Report

- Public Safety Telecommunicator Exam
- Civilian Detention Officer Exam
- Police Captain Exam
- Police Lieutenant Exam
- Deputy Fire Marshal
- Public Safety Supervisor
- Personnel Director Exam
- Special CSC Meeting Monday, November 2, 2020 for entry level firefighter appeals
- Next regular monthly CSC meeting Tuesday, November 10, 2020

CIVIL SERVICE COMMISSION REGULAR MEETING

September 15, 2020 at 2:00 p.m. via Zoom platform

MINUTES

Commissioner Falberg called the regular meeting of the Civil Service Commission to order at 2:07 p.m. Present were Commissioners Buccino and Grech; Clerk to the Commission Deborah Brelsford; Atty. John Mitola; Deputy Police Chief James Baraja; Katia Velez, Eric Amado, Labor Relations Director; Lisa Mastronunzio, Civil Service Examiner; John Smith, Fire Chief Richard Thode; Patricia Rowe, CAO's Office; Janine Hawkins, CAO; Luigi Perelli, Acting Police Chief Rebeca Garcia; Deputy Fire Chief Lance Edwards; David Dobbs, Fire Union President; Tom Gaudett, Mayor's Aide

1. Meeting Minutes

The Minutes from the regular monthly Civil Service Commission meeting on August 11, 2020 are submitted for review.

**** COMMISSIONER BUCCINO MOVED THE MINUTES FROM THE REGULAR MONTHLY CIVIL SERVICE COMMISSION MEETING ON AUGUST 11, 2020.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION TO APPROVE THE MINUTES FROM THE REGULAR MONTHLY CIVIL SERVICE COMMISSION MEETING ON AUGUST 11, 2020 AS SUBMITTED PASSED UNANIMOUSLY.**

10. Office of the City Attorney to discuss Examination #2351 (Police Chief) with the Civil Service Commission

Atty. Mitola requested that Agenda Item #10 be tabled to the next meeting or for a special meeting because Atty. Bohannon would be speaking on the issue and became unavailable because of other pressing matters, and that it not be automatically added to the next agenda.

**** COMMISSIONER BUCCINO MOVED TO TABLE AGENDA ITEM 10 -- OFFICE OF THE CITY ATTORNEY TO DISCUSS EXAMINATION #2351 (POLICE CHIEF) WITH THE CIVIL SERVICE COMMISSION TO THE NEXT MEETING OR A SPECIAL MEETING.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

11. Retirement and Resignation of David Dunn and Request from Mayor Joseph P. Ganim regarding the Appointment of Acting Civil Service Personnel Director

Atty. Mitola requested that Agenda Item #11 Retirement and Resignation of David Dunn and Request from Mayor Joseph P. Ganim regarding the Appointment of Acting Civil Service Personnel Director be considered as per the letter from Mayor Ganim requesting

that Mr. Amado, the Labor Relations Director be appointed as the Acting Personnel Director.

Mr. Amado then addressed the Commissioners regarding the unexpected vacancy of the Personnel Director. He said that he was a native Bridgeport resident and had been originally hired by the Civil Service Office right from college. Since then, he has served in multiple roles in Civil Service along with his experience in Human Services and Labor Relations. He said that he is focused on doing what is right and what is required by the Charter. He said that he was committed to leading the Commission and the Department through the dark times and will mend the relationship between the office and the public.

**** COMMISSIONER BUCCINO MOVED TO APPOINT MR. ERIC AMADO AS THE ACTING CIVIL SERVICE DIRECTOR.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

Atty. Mitola asked Mr. Amado and Ms. Mastronunzio if they were prepared to move forward regarding the appeal hearing for Mr. Luigi Perelli. Mr. Amado said that he was prepared to move forward on the matter.

Mr. Amado asked the Commissioner to consider tabling Agenda Item 8 – Entry Level Firefighter pending his review of the files.

**** COMMISSIONER BUCCINO MOVED TO TABLE AGENDA ITEM 8 – ENTRY LEVEL FIREFIGHTER – THE FOLLOWING APPEALS FOR NEW PHYSICAL EXAMS ARE RECOMMENDED BY PERSONNEL DIRECTOR FOR MR. HELBERT PANETO AND MR. JUSTIN KAWIECKI.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

2. Vacancy Report – NOTED FOR THE RECORD

The Vacancy Report was presented by Mr. Amado and Ms. Brelsford.

VACANCIES – Report 09/15/2020

<u>Competitive Positions</u>	<u>Former</u>	<u>Replacement</u>
FIRE Firefighters (6)		Shpresa Bungu Tyshaun Lester Tyshawn Porchea William D Vollenweider Alex T Scott Brian Zayas
<u>Non-competitive Positions</u>	<u>Former</u>	<u>Replacement</u>
PARKS & RECREATION		

Senior Zookeeper	Jeanne Yuckienuz	John T Warner
Zoo Maintainer I Grade I Seasonal (1)		
Golf Course Seasonal (9)		
Maintainer I Grade I Seasonal (4)		
Camp Counselor (6)		

PUBLIC FACILITIES

Part Time Painter	New Position	Kevin Monks
Maintainer I Grade I Seasonal (3)		
Maintainer I Grade II Seasonal (2)		
Automotive Parts Specialist	Aaron Curry	Sean Kenney

**** COMMISSIONER BUCCINO MOVED TO APPROVE THE VACANCY REPORT AS PRESENTED.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

3. Merit Increases

The report was presented by Mr. Amado and Ms. Brelsford.

POLICE	JOB TITLE	EFFECTIVE 10/10/2020
MICHAEL VIVENZIO	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
DIALA ROBERTS	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
JUAN BAYAS	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
CARLOS DEJESUS	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
ROBERT FRANCO	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
CRYSTAL MANUALE	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
JIMMY MENDOZA	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
JANSY RODRIGUEZ	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
TIEN NGO	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
STACY CASCANTE	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
DOMINICK MUOIO	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
DANI SOTO	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
STEVEN TEIXEIRA	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
ROBERT ROJ	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
ALEXANDER MICCOLI	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
ANTHONY CARUSO	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
NATALIA LUTY	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
JOHN ASIK	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
PATRICK TUTHS	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
AART VANWILGEN	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)
FRANCIS SANTORO	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)

**** COMMISSIONER GRECH MOVED TO APPROVE THE MERIT INCREASES AS PRESENTED.**

**** COMMISSIONER BUCCINO SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

4. Permanent Appointments – CERTIFIED FOR PAYROLL

The report was presented by Mr. Amado and Ms. Brelsford.

PERMANENT APPOINTMENTS

Dept.	Employee	Position	Effective
Health Benefit Admin.	Monquencelo Miles	Benefits Manager	8/25/2020
Health Benefit Admin.	Sandra Ferreira	Human Resources Mger	9/09/2020

PERMANENCY FOR SEPTEMBER 2020 C.S.C. MEETING

FIRE	JOB TITLE	
THOMAS COOLIDGE	PUMPER ENGINEER	EFFECTIVE 8/1/2020
LINDSEY RIVERA	PUMPER ENGINEER	EFFECTIVE 8/1/2020
WILFREDO TERRON	PUMPER ENGINEER	EFFECTIVE 8/1/2020
AVERY PENIX	FIRE FIGHTER	EFFECTIVE 8/19/20
JAMES BULERIN III	FIRE FIGHTER	EFFECTIVE 8/19/20
DEVANTE TEEL	FIRE FIGHTER	EFFECTIVE 8/19/20
EUGENE DAWSON	FIRE FIGHTER	EFFECTIVE 8/19/20
DANY ESTRADA	FIRE FIGHTER	EFFECTIVE 8/19/20
CHRISTOPHER BURKETT, JR	FIRE FIGHTER	EFFECTIVE 8/19/20
TAVAR GRAY-SMITH	FIRE FIGHTER	EFFECTIVE 8/19/20
ANTHONY ABRAHAMS	FIRE FIGHTER	EFFECTIVE 8/19/20
DAVID GOMEZ-COLON	FIRE FIGHTER	EFFECTIVE 8/19/20
EDUARDO FERREYRA	FIRE FIGHTER	EFFECTIVE 8/19/20
CRISTIAN RODRIGUEZ	FIRE FIGHTER	EFFECTIVE 8/19/20
WARDIN EASTUS	FIRE FIGHTER	EFFECTIVE 8/19/20
DEVRON WILSON	FIRE FIGHTER	EFFECTIVE 8/19/20
CHRISTOPHER VEGA	FIRE INSPECTOR	EFFECTIVE 7/4/20

PERMANENT APPOINTMENTS – SEPTEMBER 2020 MEETING

ID#	LAST NAME	FIRST NAME	JOB TITLE	EFFECTIVE DATE
56643	Miller	Julie	Tax Assessment Professional	5/4/2020
218240	Crawley	Mashantuck	Date Coordinator	4/7/2020
219059	Melendez	Nanette	Paralegal	9/2/2020
219062	Walker	Reginald	Secretarial Assistant	9/2/2020
215632	Daddana	Ryan	Maintainer I, Grade I	9/2/2020
217719	Loschiavo	Ryan	Maintainer I, Grade I	9/2/2020
218035	Martinez	Angel	Maintainer I, Grade I	9/2/2020

**** COMMISSIONER BUCCINO MOVED TO CONFIRM AND APPROVE THE PROPOSED PERMANENT APPOINTMENTS AS PRESENTED.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

5. Examiner's Report – Public Safety Telecommunicator

The Commission is asked to review the Examiner's Report for Public Safety Telecommunicator #2366.

Ms. Mastronunzio presented her report to the Commissioners.

**** COMMISSIONER BUCCINO MOVED TO ACCEPT THE EXAMINER'S REPORT AS PRESENTED.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

6. Certification of Public Safety Telecommunicator List

The Commission is asked to certify the employment list for Public Safety Telecommunicator #2366.

Mr. Amado presented the report. He stated that it was conducted in a proper manner. He noted that at least half of the candidates on the list were Bridgeport residents.

**** COMMISSIONER BUCCINO MOVED TO CERTIFY THE PUBLIC SAFETY TELECOMMUNICATOR LIST.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

7. Extension of Probationary Periods due to COVID-19

Due to the COVID-19 municipal office closures, on August 11, 2020 the Commission granted a general extension of probationary period for any City employees who were not working during that period. The draft list of names, to date, is provided.

Mr. Amado reviewed the details involved with the item. Atty. Mitola has some concerns about this item because this had been on the agenda for a number of months. Ms. Brelsford explained that they just wished to indicate that progress was being made. Mr. Amado said that he agreed with Atty. Mitola. Mr. Amado said that he would present a finalized list at the next meeting. Atty. Mitola stated that they did not need to take any action at this time.

8. Entry Level Firefighter

The following appeals for new physical exams are recommended by Personnel Director for Mr. Helbert Paneto and Mr. Justin Kawiecki.

This item was tabled earlier in the meeting.

9. Appeal – Mr. Luigi Perelli

The Commission has received a request for an appeal from Mr. Luigi Perelli regarding his disqualification from Fire Lieutenant exam #2362 for bringing a cell phone to the exam, which is prohibited.

Mr. Amado presented a summary of the issue and said that he believed that they could allow the Commission to move forward to a vote.

Ms. Mastronunzio gave an overview of the timeline and said that the list of testing instructions included a statement that all electronic devices were prohibited from any examination sites. There is a statement on the sign in sheets regarding the prohibition of electronic devices, along with the verbal instructions given just prior to the administration of the testing. It is a serious breach of the security and sequestering model and the integrity of the exam. This also violated the copyright and proprietary rights of the testing vendors.

Ms. Mastronunzio stated she had been given the cell phone when she entered in the holding room prior to the afternoon testing session. The phone was completely turned off. She explained that she had spoken with Mr. Perelli when he arrived to retrieve his cell phone and asked him several questions about his actions. After a review of the situation, Mr. Dunn made the decision to disqualify Mr. Perelli from the exam.

Mr. Perelli said that the instructions had been given out about the electronic devices and had turned off the phone but put it back in his pocket instead of leaving the phone in the vehicle. The written instructions from the vendor stated that he should turn in his phone to the proctor, which he did. After he retrieved his phone, he got his cell phone records showing the phone was turned off. He pointed out that on Day One, several candidates had turned in their electronic devices without penalty.

Ms. Mastronunzio confirmed that there were two candidates who had electronic devices on them the first day. There are some instances, such as pending medical situations where the candidates turn over their cell phones for the proctors to sequester during the exam, but this is done before they have any exposure to the exam. This is not the case with Mr. Perelli's case because there was a 2 1/2 hour period when the morning candidates could have contacted Mr. Perelli about the exam contents. The instructions include a statement that the candidate who are found with such a device can be disqualified at the examiner's discretion. Ms. Mastronunzio said that it was up to the Commission to uphold the examiner's decision. The phone records do show that the phone was turned off during the testing period.

Chief Thode said that Mr. Perelli was an exemplary firefighter and felt it was an understandable mistake. Discussion followed about the details.

**** COMMISSIONER BUCCINO MOVED TO DENY THE REQUEST FOR AN APPEAL FROM MR. LUIGI PERELLI REGARDING HIS DISQUALIFICATION**

FROM FIRE LIEUTENANT EXAM #2362 FOR BRINGING A CELL PHONE TO THE EXAM, WHICH IS PROHIBITED.

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

10. Office of the City Attorney to discuss Examination #2351 (Police Chief) with the Civil Service Commission.

This item was tabled earlier in the meeting.

11. Retirement and Resignation of David Dunn and Request from Mayor Joseph P. Ganim regarding the Appointment of Acting Civil Service Personnel Director.

This item was handled earlier in the meeting.

12. Appeal – Ms. Katia Velez

The Commission has received a request for an appeal from Ms. Katia Velez regarding her disqualification from the entry level Police Officer #2350 hiring process.

Mr. Amado reviewed the details and said that Mr. Dunn had originally disqualified Ms. Velez based on the psychological exam results, but later wrote a letter recommending reversing that decision. Atty. Mitola said that this matter was on the agenda from December and has appeared on the agenda several times since then.

Ms. Velez said that she was surprised when she received the psychological exam results and gave a brief summary of the situation. Atty. Mitola then suggested that this discussion be held in Executive Session.

**** COMMISSIONER BUCCINO MOVED TO ENTER INTO EXECUTIVE SESSION REGARDING THE REQUEST FOR AN APPEAL FROM MS. KATIA VELEZ REGARDING HER DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER #2350 HIRING PROCESS.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

The Commissioners, Atty. Mitola, Mr. Amado and Acting Police Chief Garcia and Ms. Brelsford entered into Executive Session at 3:12 p.m. They returned to Public Session at 3:19 p.m.

**** COMMISSIONER BUCCINO MOVED TO DENY THE REQUEST FOR AN APPEAL FROM MS. KATIA VELEZ REGARDING HER DISQUALIFICATION FROM THE ENTRY LEVEL POLICE OFFICER #2350 HIRING PROCESS.**

**** COMMISSIONER GRECH SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

13. Civil Service Update Report

Mr. Amado said that he has not had the opportunity to fully review the information. Ms. Brelsford said that they do have some preliminary results.

- **Police Detective Exam #2349 update** – Review period underway.
- **Fire Lieutenant Exam #2362 update** – Review period underway.

Ms. Mastronunzio said that there could be up to 100 candidates reviewing their results and Mr. Appleby has granted them permission to use the EOC for the reviews. This will happen over the next four weeks. She said that she hoped to have two more examiner's reports for the Commissioners.

Mr. Amado said that his goal was to have an aggressive schedule with the recent exams and the outstanding exams that they do have on the horizon.

• **Public Safety Telecommunicator Exam #2366 update** – Ms. Brelsford said that the Commissioners had certified the list earlier in the meeting and the list will be finalized by Ms. Mastronunzio.

- **Civilian Detention Officer Exam update** – The exam will be scheduled soon.
- **Police Captain #2364** – Plans are being made to administer this test.
- **Police Lieutenant #2363** – Plans are being made to administer this test.
- **Fire Inspector** – Plans are being made to administer this test.
- **Fire Marshal** – It was noted that this should be "Deputy Fire Marshal"

Ms. Brelsford noted that the Department needs to schedule a Personnel Director test and the Purchasing Agent test along with a Fire Apparatus Foreman Exam. Those are smaller exams.

**** COMMISSIONER BUCCINO MOVED TO APPROVE THE CIVIL SERVICE UPDATE REPORT AS PRESENTED.**
**** COMMISSIONER GRECH SECONDED.**
**** THE MOTION PASSED UNANIMOUSLY.**

Commissioner Buccino thanked the Civil Service staff for dealing with the difficult situation.

Commissioner Falberg asked about the upcoming appeal hearings. Mr. Amado said that he would like to ask for the hearings to be delayed so he can review the files and notes.

Commissioner Falberg asked for notice a week or 2 in advance so she can adjust her work schedule.

ADJOURNMENT

**** COMMISSIONER BUCCINO MOVED TO ADJOURN.
** COMMISSIONER GRECH SECONDED.
** THE MOTION PASSED UNANIMOUSLY.**

The meeting adjourned at 3:30 p.m.

Respectfully submitted,

S. L. Soltes
Telesco Secretarial Services

VACANCIES – Report 10/13/2020

Competitive Positions

POLICE

Police Officer (16)

Former

Replacement

Michael J Cuneo
Joshua W Walker
Rachel L Harry
Russell P Ouellette
Jameson Rowland
Darryl A Wilson Jr
Leandro N Florian
Kaitlyn Edwards
Wilberto Rivera-Colon
Brittney A Baer
David J Teixeira
Rolando Montero
Zachary A Schuler
Daniel Buckley
Lameik Seldon-Black
Zachary Ruscoe

Non-competitive Positions

LIBRARY

Librarian I

Former

Replacement

Taja Shelton

Meghan Rinn

PUBLIC FACILITIES

Seasonal Maintainer I, Grade I (2)

Fleet Mechanic (2)

New Position
John Sweeney

Douglas Monaghan
Ricardo A Coloma

PARKS & RECREATION

Groundskeeper (6)

Starter/Ranger (12)

Maintainer I Grade I (10)

Senior Zoo Keeper

Jeanne Yuckienuz

John T Warner

BENEFITS

Employee Benefits Coordinator

Monquencelo Miles

Lynda McManus

CIVIL SERVICE
Accounting Clerk I

Linda Thorne

Danielle L Costello

HEALTH & SOCIAL SERVICES
Assistant Special Project Manager

Wideline Guerrier

Cooper J Mead

TOWN CLERK
Part-Time Election Specialist (2)

Wilfred E Murphy
Lilliana P Vargas

Black = competitive
Blue = non-competitive

**OCTOBER 2020 MEETING
MERIT INCREASES EFFECTIVE OCTOBER 2020 AND NOVEMBER 2020**

Public Facilities:

218118 – Santiago, Jose Effective 11/1/2020	Maintainer I (Grade I)	\$34,295.00 (Step 2) to \$36,005.00 (Step 3)
215398 – Cardoza, Antony	Maintainer III	\$42,398.00 (Step 2) to \$44,520.00 (Step 3)
215436 – Hampton, Jesus	Maintainer III	\$42,398.00 (Step 2) to \$44,520.00 (Step 3)

MERIT INCREASES FOR OCTOBER 2020 C.S.C MEETING

POLICE	JOB TITLE	EFFECTIVE 10/10/2020
MICHAEL VANGROWSKI	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
ANGELIQUE CRUZ	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
ALEXIS SANTANA	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
ANTONIO MOLINA	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
DAVID BAHR	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
COREY BALDWIN	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
JENNY RIBEIRO	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
XIOMARA NIEVES	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
ALLISON ABRESKY	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
JOSEPH SEAGRAN	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
JONATHAN FERRAO	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
MATHEW DEFILIPPO	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
MICHAEL SWIX	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
DEVON BONDS	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
JOSEPH ALBANI	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
ISRAEL COLON	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
BERNARD WEBB JR.	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
LAMAR ROBINSON	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
CAITLYN HRACS	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
RICHARD RIVERA	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
KEITH PORTER	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
MATHEW HOFFMAN	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
WALLY FRANCO	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
RAJVI BLAKE-JARVIS	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
KEITH GREICO	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
OSCAR SOLER	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)

STEP INCREASES JULY 1, 2020			
Dept	Employee	Position	Increase
Police	Tammy Boyle	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)
Police	Ushena Brown	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)
Police	Carlos Labrador	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)
Police	Maria Maizincho	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)
Police	Jose Negron	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)
Police	Rose Tacuri	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)
Police	Ashley Torres	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)

PERMANENT APPOINTMENTS – OCTOBER 2020 MEETING

ID#	LAST NAME	FIRST NAME	JOB TITLE	EFFECTIVE DATE
219081	Rigon-Binns	Jonna	Paralegal	9/23/2020



CITY OF BRIDGEPORT, CONNECTICUT
CIVIL SERVICE COMMISSION

CITY HALL * 45 LYON TERRACE * BRIDGEPORT, CONNECTICUT 06604-4023 * (203) 576-7103 * FAX 576-7102

ERIC M. AMADO
Acting Personnel Director

Commissioners

RICHARD P. RODGERS
MELVA FALBERG
PAUL GRECH
GAIL M. BUCCINO

MEMORANDUM

TO: Honorable Civil Service Commissioners
FROM: Eric Amado, A/Personnel Director
DATE: Friday, October 9, 2020
SUBJECT: Pumper Engineer Luigi Perelli: Examination #2362 Disqualification

Please accept this as formal report pursuant to Bridgeport Municipal Charter Chapter 17, Section 207(11), regarding the disqualification of Mr. Luigi Perelli from Fire Lieutenant examination #2362.

"The personnel director shall... (11) make investigations concerning the administration and effect of the chapter and the rules made thereunder and report his findings and recommendations to the commission..."

As you are aware Fire Pumper Engineer Luigi Perelli was disqualified from examination #2362 for bringing a cell phone to the exam. After the denial of his appeal (09/15/2020), Mr. Perelli submitted request to be placed on the October 13, 2020 agenda to reengage the Commission regarding his disqualification/denial; per Civil Service Rule III, Section 4 Examinations:

*"The Personnel Director shall have authority to administer these provisions and to make decisions concerning whether to disqualify a candidate or employee. Candidates may appeal the Personnel Director's decisions to the Civil Service Commission. In order to file such an appeal the candidate must notify the Personnel Director in writing within ten (10) days of notification of disqualification by the Personnel Director. **The Commission shall have the authority to grant the appellant such relief as the Commission deems appropriate or to deny the appeal.**"*

BACKGROUND:

Regular Civil Service Commission Meeting: September 15, 2020 at 2:00 p.m.; Agenda Item# 9
"Appeal – Mr. Luigi Perelli... The Commission has received a request for an appeal from Mr. Luigi Perelli regarding his disqualification from Fire Lieutenant exam #2362 for bringing a cell phone to the exam, which is prohibited." Formal vote was taken as follows:

“ COMMISSIONER BUCCINO MOVED TO DENY THE REQUEST FOR AN APPEAL FROM MR. LUIGI PERELLI REGARDING HIS DISQUALIFICATION FROM FIRE LIEUTENANT EXAM #2362 FOR BRINGING A CELL PHONE TO THE EXAM, WHICH IS PROHIBITED. ** COMMISSIONER GRECH SECONDED. ** THE MOTION PASSED UNANIMOUSLY.”**

During the meeting the following was presented by Civil Service staff member Lisa Mastronunzio:

“Ms. Mastronunzio confirmed that there were two candidates who had electronic devices on them the first day. There are some instances, such as pending medical situations where the candidates turn over their cell phones for the proctors to sequester during the exam, but this is done before they have any exposure to the exam. This is not the case with Mr. Perelli’s case because there was a 2 1/2 hour period when the morning candidates could have contacted Mr. Perelli about the exam contents. The instructions include a statement that the candidate who are found with such a device can be disqualified at the examiner’s discretion. Ms. Mastronunzio said that it was up to the Commission to uphold the examiner’s decision. The phone records do show that the phone was turned off during the testing period.”

Fire Lieutenant Candidate Instructions Timeline:

July 28, 2020 – Email sent to each candidate (Notice to appear for written exam)

- Includes Instructions that specifically state electronic devices are strictly prohibited from ANY exam site in bright red text

August 13, 2020 – Written exam

- Sign-in sheet specifically states no electronic devices
- Declaration sheet specifically states no electronic devices
- Exam verbal instructions are clear about the prohibition of electronic devices

August 13, 2020 – Email sent to each candidate with an attachment “Pre-Assessment Rules and Procedures”

- This document has a paragraph of prohibited items and specifically talks about electronic devices, including cell phones

August 19, 2020 – Day 1 of Assessment Center

- Sign-in sheet specifically states no electronic devices

Cell phones represent a serious security risk to the entire assessment and are a breach of the sequestering model vital to the integrity of the exam. Any candidate who violates this rule also violates the copyright and proprietary rights of our testing vendor. All candidates were instructed at a minimum of six (6) times (verbally and in writing) regarding the prohibition of cell phones at Civil Service testing sites. Mr. Perelli turned in his cell phone on Day# 1 of the Assessment Center after being sequestered for approximately 2 hours.

You will note that in the prohibited items paragraph of the attached assessment rules & procedures (“Bridgeport Fire Department 2020 Lieutenant Assessment Process Assessment Rules & Procedures -Day One”), the language there led Pumper Engineer Perelli to believe that this was his last opportunity to turn in his phone without issue. Unfortunately, by the time he received this document he had already been sequestered for about 2 hours and the morning people had been released during that time, which provided ample opportunity to receive information from those

candidates. While we know that this did not happen based on Perelli's phone records, it still violates Civil Services rules to even have the phone in his possession during sequestering for this very reason. Based on my discussions with Pumper Engineer Perelli and his Union Representative David Dobbs, the claim is that the language in this document is misleading.

Relevant Historical Civil Service Actions:

In 2014 the City gave an exam for the rank of Police Sergeant. Four candidates were disqualified from the exam for possessing cell phones during sequestering (afternoon session) under materially similar circumstances. Three (3) of the four (4) candidates appealed to the Civil Service Commission at their August 20, 2014 meeting. All 3 appeals were denied by the Civil Service Commission. The meeting minutes are very detailed, and Attorney John Mitola references a prior case of similar circumstances specific to candidate disqualification. According to the minutes from the meeting, Mitola asserts that the prior (Shevlin) disqualification resulted in a court case in which the City prevailed.

I look forward to speaking to you all regarding this matter during our October 13, 2020 Civil Service Commission Meeting.

Bridgeport Fire Department

2020 Lieutenant Assessment Process

Assessment Rules & Procedures – DAY ONE



Introduction

Welcome to the Lieutenant Assessment Process. This document will provide important information about your participation in this assessment process. Please read over this document carefully.

You should have signed-in and received a candidate identification number. This number is on a badge and should be affixed prominently to your shirt/outer garment so that it is easily visible at all times. You will be identified throughout the course of the day using this ID. It is essential that the ID number you were assigned is associated with your name. You should have verified this during sign-in. You should have also signed an assessment agreement indicating that you will not discuss/disclose the content of this process during or after its administration. Anyone found to have engaged in prohibited behavior may be disqualified from the assessment process and disciplined accordingly.

Prohibited Items and Behavior

This assessment process is designed to be highly standardized and secure. For this reason, you are prohibited from communicating with any other candidates from the time you begin your preparation period (which will commence shortly) until after you leave the assessment area. Any communication with other candidates will be grounds for disqualification. Certain items are prohibited during the assessment, including any and all electronic devices (this includes cellular phones, iPads, smart watches, recording devices, etc.), any large bags or portfolios (including backpacks or 'large' purses where paperwork or electronic devices could be stored) and paperwork of any kind (i.e., resumes, policy manuals, previously prepared notes, newspapers, notepads, etc.). You are expressly forbidden from bringing any previously prepared notes into the assessment today. You are prohibited from videotaping, audiotaping or taking pictures, as these methods capture test content and thus violate the copyright and proprietary rights of the vendor.

At this time, please notify staff if you have any of these items and they will store them appropriately. Please check now to ensure that you do not have any articles or devices that could be construed as compromising the security of this testing process. From this point until you check out, you should not have access to any prohibited items. If you are caught with a prohibited item, this will be grounds for immediate dismissal and disqualified from the assessment process. You are also strictly prohibited from removing any content related to the test (this includes, but is not limited to, exercise instructions, notes, etc.). The notes you take in the assessment process are part of this confidential material as they may provide insight into the content of the assessment - thus, these notes will be collected and are considered part of the secure testing material. If you need to use the restroom, you must let a proctor know.